

# LEADING FOR CHANGE PROTOCOL

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<u>ACTIVITS</u>	<u>PLAN</u>	<u>BENEFITS</u>	<u>CAPITAL</u>
Coaches	Launch coaching program for 2nd & 3rd year teachers (1x per quarter, with observation and conferences)	Improved practice Culture of trust (retention, working conditions)	Coaches (time) Resources: books, trainings, coverage (observations)
<p><u>PROBLEM</u></p> <p>Teachers are uncomfortable with / not utilizing coaches as a resources in their classrooms &amp; CT's</p> <p><b>GOAL:</b> create a collaborative culture through a coaching model</p>			
<u>CHAMPIONS</u>	<u>TARGET</u>	<u>PAYBACK</u>	<u>MOMENTUM</u>
<p>INFLUENCERS RESOURCE PROVIDERS</p> <p>Admin (in mid-year conferences, make it clear that it's a positive)</p> <p>Teachers who already use it</p> <p>Admin</p>	Teachers (2nd-3rd year)	<p>Become more successful</p> <p>Job becomes easier</p> <p>Improved practice</p> <p>Extra support</p> <p>PD credits (job embedded PD)</p>	<p>Coaches' Corner (shout out to fantastic things we're seeing)</p> <p>Staff Meeting to explain goals and role of mentoring (getting to the WHY)</p> <p>Gazette</p> <p>Ask first year teachers to reflect: base coaching program the following year</p> <p>Offer PD credits for amount of time</p>